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ABSTRACT

This report presents the 1999 major findings about long-term career program completers who left Kansas' Johnson County Community College in 1994-95. The report summarizes data on utilization of community college preparation, experiences with their full-time related job, hourly wage and satisfaction with their full-time related job, community college experiences, and satisfaction with community college experiences. Nearly 83% of the respondents were employed in a job related to their community college career program and, of those, 88% were working full-time, about the same percentages reported in the past. Nearly 60% of the respondents had earned promotions, 64% had received some form of professional recognition, and 76% had earned salary increases. The average hourly wage reported by respondents had increased year after year. The difference in the average hourly earnings of males vs. females nearly doubled over the past four studies. Over 85% of respondents expressed satisfaction with their full-time related job. Eight out of 10 respondents in each of the past 5 years indicated their community college experiences had helped to enhance their self-confidence. Nine out of 10 respondents to long-term follow-up studies conducted in each of the past five years indicated their community college experiences had improved their quality of life. Appendices include tabled findings, the survey instrument, and cover letters. (VWC)

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ED 444 634

CAREER PROGRAM COMPLETERS 1994-95

A LONG-TERM FOLLOW-UP STUDY

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November 1999

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LONG-TERM FOLLOW-UP STUDY OF

1994-95 CAREER PROGRAM COMPLETERS

Johnson County Community College
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November 1999

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INTRODUCTION

History of career program completer follow-up studies

For over 20 years the Office of Institutional Research at Johnson County Community College has conducted short-term follow-up studies of students who completed a JCCC career program during the previous academic year, and of the employers of completers who were working in a job related to their course of study, as a major component of the college's overall effort to assess institutional effectiveness. Results of these studies have provided valuable insights into the effectiveness of the career programs and have assisted the college in planning to meet the individual needs of future students and the employment needs of business and industry.

The first long-term study of career program completers was initiated in 1989, at which time the 1985-86 completers were surveyed to provide insights into the career and educational experiences of former students over an extended period of time. Results of this and subsequent long-term follow-up studies have also provided a broader perspective on the level of job satisfaction of former students currently employed in various career fields, their opportunities for advancement, salaries, and other variables which influence the career decision-making process of future JCCC students.

A second long-term follow-up study was conducted in 1990 of the 1986-87 completers, after which career program administrators were surveyed to elicit their opinions on whether these data would be more valuable if collected after a longer period of time had elapsed since program completion. The results were evenly divided between preference for a 3-year or a 5-year follow-up study. Thus, the decision was made to utilize a 4-year interval, resulting in a follow-up study of 1987-88 completers in 1992, of 1988-89 completers in 1993, of 1989-90 completers in 1994, and so on.

Methodology

The list of 692 graduates, certificate recipients, and students identified by career program administrators as leaving with marketable skills in 1994-95 was reviewed by career program administrators to insure the most recent addresses and telephone numbers possible. Surveys were mailed on June 29 and July 27, 1999, and remaining nonrespondents were telephoned during the week of August 23, 1999. Additional information secured through telephone contact with acquaintances of completers was utilized for a third mailing conducted in September.

A total of 237 former students had no opportunity to respond due to obsolete addresses and/or telephone numbers and seven indicated they had *not* completed a career program during 1994-95, reducing the list of potential respondents to 473. Of those, 124 returned mail surveys and 183 completed telephone interviews for an adjusted response rate of 69%.

Caution should be exercised when generalizing these findings due to the relatively small number of respondents in some programs. Results are not necessarily representative of either the number of students enrolled in each program or the salaries of all career program completers.

A summary of the major findings of the study follows. Results are presented by career program as often as possible to enhance the usefulness of results. Comparisons between 1999 results and those from previous studies are presented where appropriate to enhance the usefulness of the data. Tables detailing results of the 1999 survey are located in Appendix A, and a list of tables is provided at the start of the appendix to facilitate location of specific data. Cover letters and the mail survey are contained in Appendix B.

Copies of program-specific verbatim comments have been provided to career program administrators and are available to other interested parties in the Office of Institutional Research. Full reports detailing results of all of the follow-up studies of career program completers are also available in the Office of Institutional Research.

Comments or questions regarding this report or previous follow-up studies of career program completers may be directed to:

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MAJOR FINDINGS

Utilization of community college preparation

* Nearly 83% of 1999 respondents were employed in a job related to their community college career program and, of those, 88% were working full-time, about the same percentages reported in the past.

* Less than 1% of 1999 respondents were unemployed and looking for work, down from nearly 4% in 1998 but an expected finding due to the very low unemployment rate in the Kansas City metropolitan area and the nation as a whole.

* Over 11% of 1999 respondents were employed in unrelated jobs, up from 9% in 1998.

Experiences with full-time related job

* Approximately 43% of 1999 respondents indicated their current full-time related job was their first in that career field, compared to 41% in 1998.

* Approximately nine out of ten respondents in each of the past 5 years felt they had progressed in their career field since completion of their community college course of study. Nearly 60% of 1999 respondents had earned promotions, 64% had received some form of professional recognition, and 76% had earned salary increases.

Hourly wage and satisfaction with full-time related job

* The average hourly wage reported by respondents has increased year after year. An average hourly wage of $17.19 was reported by 1999 respondents employed full-time in a related job, up from $16.78 reported by respondents to the long-term follow-up study conducted in 1998.

* The difference in the average hourly earnings of males vs. females nearly doubled over the past four studies, from $1.00 in 1996 and $.99 in 1997, to $1.62 in 1998 and $1.99 in 1999. The difference between the average hourly wage reported by males vs. females, respectively, in 1999 was particularly noteworthy in business administration ($21.99 vs. $16.29), communication design ($24.82 vs. $14.22), computer information systems ($26.23 vs. $21.31), and interpreter training ($18.00 vs. $13.50).

* Over 85% of respondents expressed satisfaction with their full-time related job. Eight out of ten respondents rated their working conditions, level of responsibility, and job in general as excellent or good in each of the past 5 years. Advancement potential was rated highly by 52% of 1999 respondents, down from 54% in 1998, and salary was rated highly by 65% of 1999 respondents, compared to 63% in 1998.

* Nine out of ten respondents to studies conducted in each of the past 5 years indicated JCCC was their first choice college to attend.

Community college experiences

* Approximately seven out of ten 1999 respondents had earned an associate's degree (essentially the same as in previous years). Of note is the fact that over 28% had earned a vocational certificate (compared with 16% to 18% in the past). Also noteworthy is the fact that only 3% of survey respondents had left the program with marketable skills, down from 9% in 1998.

* Approximately four out of ten respondents to each of the past five long-term follow-up studies indicated they had used the JCCC Career Center.

Satisfaction with community college experiences

* Eight out of ten respondents in each of the past 5 years indicated their community college experiences had helped to enhance their self-confidence. The majority also indicated the community college had helped them to improve their oral and written communication, time management, decision-making, and interpersonal skills, broadened their knowledge of the arts and sciences, expanded their tolerance for people and ideas, and assisted them in clarifying their personal values and goals.

* Nine out of ten respondents to long-term follow-up studies conducted in each of the past 5 years had achieved their community college educational objective and indicated the community college had helped them to achieve that objective.

* Nine out of ten respondents to long-term follow-up studies conducted in each of the past 5 years indicated their community college experiences had improved their quality of life (apart from any financial benefit) and, if starting now, would attend JCCC again.

* Approximately 97% of respondents to long-term follow-up studies conducted in each of the past 5 years indicated they would recommend JCCC to friends, and nine out of ten would encourage their own children to attend JCCC.

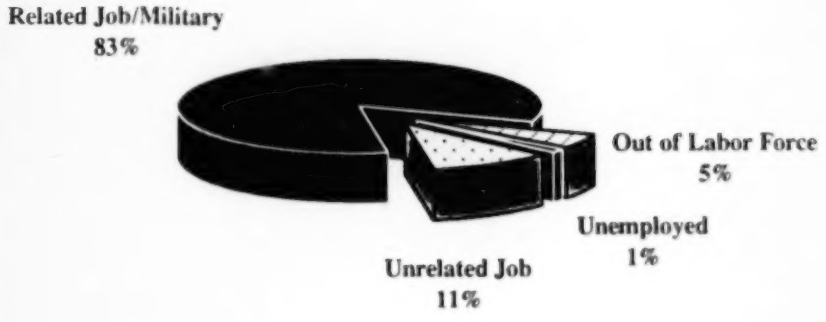
CURRENT STATUS

What percentage of respondents are employed in a related job several years after completing their community college course of study, and what are the other completers doing?

One of the primary purposes of conducting long-term follow-up studies of career program completers is to determine, over time, how they utilize the skills developed through their course of study. Figure 1 depicts the current status of respondents to this year's long-term follow-up study. Note that 83% of respondents were working in a job related to their course of study, and less than 1% were unemployed and looking for work.

Table 2 in Appendix A details results and comparisons of findings for each of the long-term follow-up studies of career program completers conducted by the college.

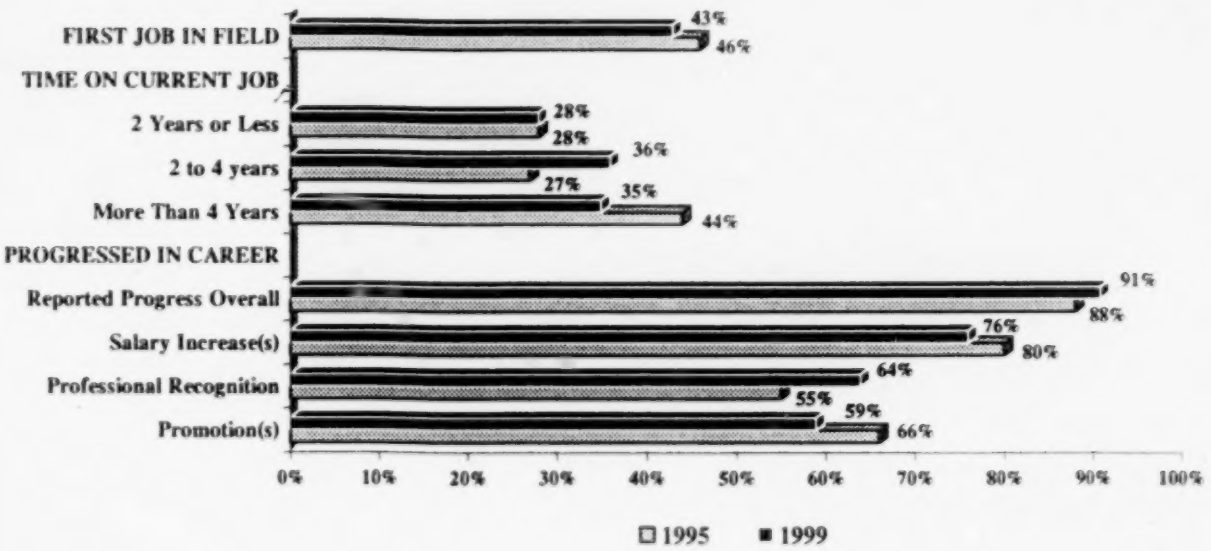
Figure 1
1999 Status of 1994-95
Career Program Completers



How long have respondents working full-time in a related job had their current job, was it their first job in that career field, have they progressed in their careers, and if so, how?

As Figure 2 depicts, nine out of ten respondents to the long-term follow-up studies conducted in 1995 and 1999 who were working full-time in a related job had progressed in their career field since completing their course of study at the community college. Note that a greater percent of 1995 than 1999 respondents were still working in their first job that was related to their community college course of study, and had been employed in their current job for over 4 years. Thus, it is not surprising that a greater percent of 1995 than 1999 respondents reported having been promoted and earned salary increases. See Tables 5 and 6 in Appendix A for detailed results of findings for 1999 survey respondents.

Figure 2
Experiences With Full-Time Related Job



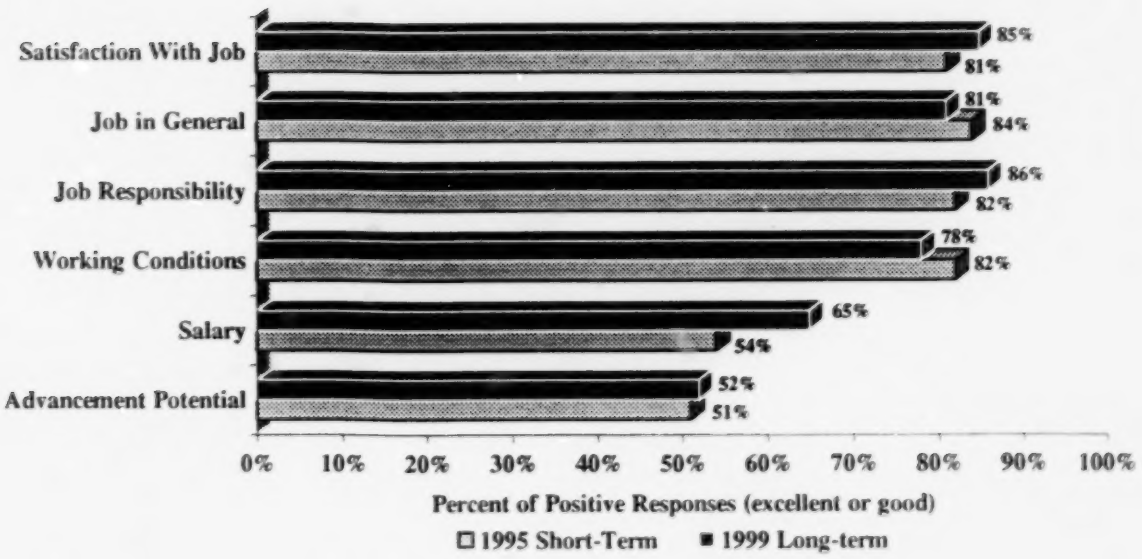
EVALUATION OF FULL-TIME RELATED JOB

How would respondents rate various aspects of their full-time related job, and how satisfied are they with their employment situation?

An important objective of the long-term follow-up study of career program completers is to ascertain respondent perceptions of their current full-time related job. Thus, respondents were asked to rate their job relative to working conditions, level of responsibility, advancement potential, salary, and the job in general.

As Figure 3 depicts, respondents to both the short-term follow-up study of this group of completers conducted in 1995 and the 1999 long-term follow-up study of the same group viewed their job in a positive manner, especially the working conditions and level of job responsibility. The vast majority also expressed satisfaction with the job in general. See Tables 8 to 13 in Appendix A for results of 1999 findings by career program.

Figure 3
Evaluation of Full-Time Related Job



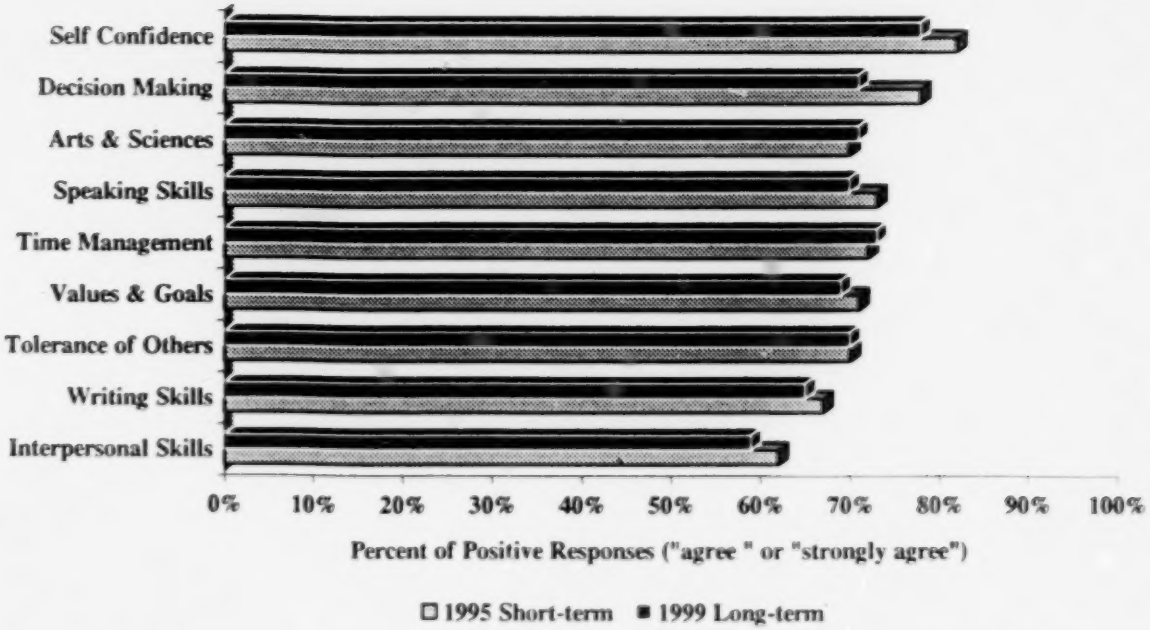
CHARACTERISTICS THE COMMUNITY COLLEGE HELPED TO IMPROVE

In what specific areas do career program completers perceive themselves as having benefited from their community college experiences?

Respondents were asked to indicate how much they agreed that the community college had helped them to accomplish a variety of "typical" goals students have for their college experiences. As Figure 4 depicts, the majority of respondents to both the short-term follow-up study of this group of completers conducted in 1995 and the 1999 long-term follow-up study of the same group reported improvements in a variety of cognitive and noncognitive behaviors. Of note is the substantial difference in perception between the findings for the short-term and long-term follow-up studies in the percent of respondents who indicated the community college had helped them to improve their decision-making skills (78% vs. 71%, respectively).

See Table 15 in Appendix A for detailed results of 1999 findings.

Figure 4
Characteristics the Community College Helped to Improve



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SATISFACTION WITH THE COMMUNITY COLLEGE

How satisfied are the career program completers with their community college experiences?

An important component of the ongoing assessment of institutional effectiveness that the JCCC Office of Institutional Research conducts is contained in former students' responses to this series of questions. As Figure 5 depicts, nine out of ten respondents to both the short-term follow-up study of this group of completers conducted in 1995 and the 1999 long-term follow-up study of the same group provided positive responses to each of these questions. Of special note is the substantial increase over time in the percent of respondents indicating they would encourage their own children to attend JCCC (85% to 91%, respectively).

See Tables 14, 16 and 17 in Appendix A for detailed results of the 1999 follow-up study.

Figure 5
Satisfaction With The Community College

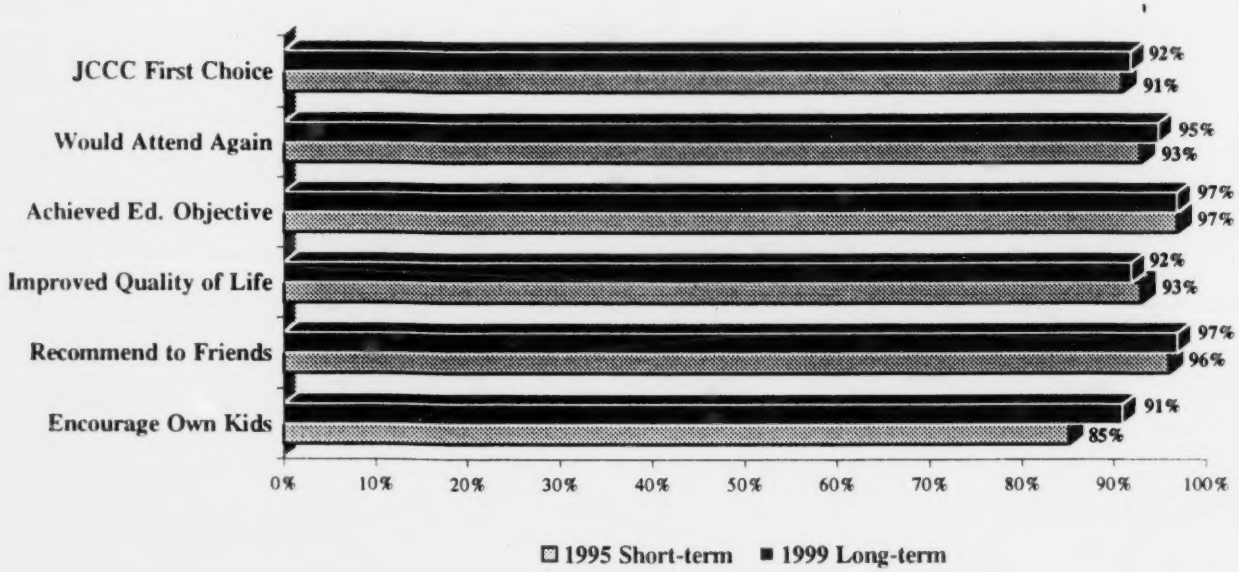

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Table 1

DEMOGRAPHIC PROFILE

			Number of Responses	Percent
Gender				
Male			138	45.0%
Female			167	54.4
Unknown			2	0.6
Age				
21 to 25			25	8.1%
26 to 30			70	22.8
31 to 35			46	15.0
36 to 40			46	15.0
41 to 50			85	27.7
Over 50			30	9.8
Unknown			5	1.6
	Mean	37.4 years		
	Median	37.0 years		
Race/Ethnic Group				
White			284	92.5%
Hispanic			9	2.9
African American/Black			6	2.0
Asian or Pacific Islander			4	1.3
American Indian or Alaskan			2	0.7
Unknown			2	0.7
Marital Status				
Never married			59	19.2%
Currently married			208	67.8
Previously married			30	9.8
Unknown			10	3.2

Table 2

CURRENT STATUS

	Number of Responses	Employed in Related Job or Military	Employed in Job Unrelated to Training	Unemployed	Not in Labor Force
Accounting	5	100.0%	0.0%	0.0%	0.0%
Administration of Justice	13	69.2	23.1	0.0	7.7
Automotive Technology	5	60.0	40.0	0.0	0.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0	0.0
Business Administration	12	91.7	8.3	0.0	0.0
Business Entrepreneurship	1	100.0	0.0	0.0	0.0
Chef Apprentice	5	100.0	0.0	0.0	0.0
Civil Engineering Technology	5	80.0	20.0	0.0	0.0
Communication Design	7	100.0	0.0	0.0	0.0
Computer Information Systems	23	87.1	4.3	4.3	4.3
Dental Hygiene	12	100.0	0.0	0.0	0.0
Drafting Technology	3	100.0	0.0	0.0	0.0
Electronics	17	88.2	11.8	0.0	0.0
Emergency Medical Technology	21	66.7	28.5	0.0	4.8
Fire Science	5	80.0	20.0	0.0	0.0
HVAC Technology	17	76.5	17.6	0.0	5.9
Hospitality Management	8	37.5	37.5	0.0	25.0
Interior Design	4	75.0	0.0	0.0	25.0
Interpreter Training	9	77.8	0.0	0.0	22.2
Licensed Practical Nurse (LPN)	5	100.0	0.0	0.0	0.0

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 2 (Continued)

CURRENT STATUS

	Number of Responses	Employed in Related Job or Military	Employed in Job Unrelated to Training	Unemployed	Not in Labor Force
Marketing & Management	2	100.0%	0.0%	0.0%	0.0%
Metal Fabrication	1	100.0	0.0	0.0	0.0
M.I.C.T. (Paramedic)	10	70.0	20.0	0.0	10.0
Nursing	32	93.8	0.0	0.0	6.2
Office Systems Technology	27	88.9	0.0	3.7	7.4
Paralegal	25	68.0	24.0	0.0	8.0
Police Academy	11	90.9	9.1	0.0	0.0
Printing Technology	1	100.0	0.0	0.0	0.0
Respiratory Care	8	75.0	25.0	0.0	0.0
Veterinary Technology	5	100.0	0.0	0.0	0.0
Total: Class of 1995 (30 programs)	300	82.7%	11.3%	0.7%	5.3%
1998 FU: Class of '94 (29 programs)	344	82.6%	8.7%	3.5%	5.2%
1997 FU: Class of '93 (32 programs)	276	84.5	7.6	2.5	5.4
1996 FU: Class of '92 (31 programs)	319	82.7	9.4	1.3	6.6
1995 FU: Class of '91 (31 programs)	314	84.7	8.3	0.6	6.4
1994 FU: Class of '90 (34 programs)	286	79.7	11.9	3.5	4.9
1993 FU: Class of '89 (33 programs)	262	80.2	9.5	5.3	5.0
1992 FU: Class of '88 (31 programs)	248	79.0	14.6	1.6	4.8
1990 FU: Class of '87 (35 programs)	293	83.2	8.2	3.1	5.5
1989 FU: Class of '86 (30 programs)	291	82.8	7.2	1.7	8.3

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

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Table 3

USE OF CAREER PROGRAM SKILLS

	Number of Responses	On the Job	Volunteer Work	Not Using or "Other"
Accounting	5	80.0%	0.0%	20.0%
Administration of Justice	13	84.6	0.0	15.4
Automotive Technology	5	60.0	0.0	40.0
Aviation Maintenance Tech.	1	100.0	0.0	0.0
Business Administration	12	83.3	0.0	16.7
Business Entrepreneurship	1	100.0	0.0	0.0
Chef Apprentice	5	100.0	0.0	0.0
Civil Engineering Technology	5	80.0	20.0	0.0
Communication Design	7	85.7	14.3	0.0
Computer Information Systems	26	88.5	0.0	11.5
Dental Hygiene	12	100.0	0.0	0.0
Drafting Technology	3	66.7	0.0	33.3
Electronics	17	88.2	0.0	11.8
Emergency Medical Technology	22	63.6	9.1	27.3
Fire Science	5	100.0	0.0	0.0
HVAC Technology	17	76.5	5.9	17.6
Hospitality Management	9	22.2	22.2	55.6
Interior Design	4	75.0	0.0	25.0
Interpreter Training	9	66.7	11.1	22.2
Licensed Practical Nurse (LPN)	5	100.0	0.0	0.0
Marketing & Management	2	100.0	0.0	0.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	11	72.7	0.0	27.3
Nursing	32	93.8	3.1	3.1
Office Systems Technology	28	89.3	3.6	7.1
Paralegal	25	72.0	0.0	28.0
Police Academy	11	90.9	0.0	9.1
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	8	75.0	0.0	25.0
Veterinary Technology	5	100.0	0.0	0.0
Totals	307	81.8%	3.2%	15.0%

Note. Numbers and percentages reflect responses to this question only, excluding unknowns.

Table 4

CURRENT EMPLOYMENT STATUS OF RESPONDENTS WORKING IN A RELATED JOB

	Number of Responses	Part-Time	Full-Time
Accounting	5	0.0%	100.0%
Administration of Justice	9	0.0	100.0
Automotive Technology	3	0.0	100.0
Aviation Maintenance Technology	1	0.0	100.0
Business Administration	11	9.1	90.9
Business Entrepreneurship	1	0.0	100.0
Chef Apprentice	5	0.0	100.0
Civil Engineering Technology	4	0.0	100.0
Communication Design	7	0.0	100.0
Computer Information Systems	20	20.0	80.0
Dental Hygiene	12	25.0	75.0
Drafting Technology	3	0.0	100.0
Electronics	15	0.0	100.0
Emergency Medical Technology	14	7.1	92.9
Fire Science	4	0.0	100.0
HVAC Technology	13	0.0	100.0
Hospitality Management	3	0.0	100.0
Interior Design	3	33.3	66.7
Interpreter Training	7	28.6	71.4
Licensed Practical Nurse (LPN)	5	20.0	80.0
Marketing & Management	2	0.0	100.0
Metal Fabrication	1	0.0	100.0
M.I.C.T. (Paramedic)	7	0.0	100.0
Nursing	30	20.0	80.0
Office Systems Technology	24	8.3	91.7
Paralegal	17	29.4	70.6
Police Academy	10	0.0	100.0
Printing Technology	1	0.0	100.0
Respiratory Care	6	50.0	50.0
Veterinary Technology	5	0.0	100.0
Totals	248	11.7%	88.3%

Table 5

CURRENT FULL-TIME RELATED JOB FIRST IN CAREER FIELD

	Number of Responses	Yes	No
Accounting	5	20.0%	80.0%
Administration of Justice	9	77.8	22.2
Automotive Technology	3	66.7	33.3
Aviation Maintenance Tech.	1	0.0	100.0
Business Administration	10	40.0	60.0
Business Entrepreneurship	1	0.0	100.0
Chef Apprentice	5	0.0	100.0
Civil Engineering Technology	4	0.0	100.0
Communication Design	7	57.1	42.9
Computer Information Systems	16	50.0	50.0
Dental Hygiene	9	77.8	22.2
Drafting Technology	3	100.0	0.0
Electronics	15	40.0	60.0
Emergency Medical Technology	13	53.8	46.2
Fire Science	4	50.0	50.0
HVAC Technology	13	23.1	76.9
Hospitality Management	3	0.0	100.0
Interior Design	2	0.0	100.0
Interpreter Training	5	60.0	40.0
Licensed Practical Nurse (LPN)	4	50.0	50.0
Marketing & Management	2	0.0	100.0
Metal Fabrication	1	0.0	100.0
M.I.C.T. (Paramedic)	7	85.7	14.3
Nursing	24	37.5	62.5
Office Systems Technology	22	27.3	72.7
Paralegal	12	41.7	58.3
Police Academy	10	50.0	50.0
Printing Technology	1	100.0	0.0
Respiratory Care	3	33.3	66.7
Veterinary Technology	5	20.0	80.0
Totals	219	42.5%	57.5%

Table 6

EMPLOYMENT PROFILE OF RESPONDENTS WORKING FULL-TIME IN A RELATED JOB

	Number of Responses	Percent
Length of Time on Current Job		
6 months or less	21	9.6%
7 to 12 months	14	6.4
1 to 2 years	27	12.3
2 to 4 years	78	35.6
Over 4 years	76	34.7
Unknown	3	1.4
Progressed in Career Since College		
Yes	200	91.3%
No	18	8.2
Unknown	1	0.5
How Progressed[1]		
Salary increase(s)	150	76.1%
Professional recognition	125	63.5
Promotion(s)	117	59.4
Other	36	18.3
Hourly Wage of Respondents Employed Full-Time in Related Job		
Under $10.00	16	7.3%
10.01 - 12.00	25	11.4
12.01 - 14.00	31	14.2
14.01 - 16.00	30	13.7
16.01 - 18.00	29	13.2
Over 18.00	64	29.2
Unknown	24	11.0

Mean = $17.19/hour or $35,755/year

1998 FU: Class of 1994 = $16.78/hour or $34,896/year
1997 FU: Class of 1993 = $15.83/hour or $32,926/year
1996 FU: Class of 1992 = $14.84/hour or $30,867/year
1995 FU: Class of 1991 = $14.82/hour or $30,826/year
1994 FU: Class of 1990 = $14.17/hour or $29,474/year

Note. Multiple response item; numbers and percentages are not additive. Unknowns have been excluded.

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Table 7

AVERAGE HOURLY WAGE BY GENDER AND PROGRAM OF RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Overall Average Wage	Males	Females
Accounting	5	$13.40	$ 0.0	$13.40
Administration of Justice	9	14.92	14.85	14.71
Automotive Technology	3	11.94	11.94	0.0
Aviation Maintenance Technology	1	19.71	19.71	0.0
Business Administration	10	18.57	21.99	16.29
Business Entrepreneurship	1	6.85	0.0	6.85
Chef Apprentice	5	16.44	16.44	0.0
Civil Engineering Technology	4	20.14	20.14	0.0
Communication Design	7	17.25	24.82	14.22
Computer Information Systems	16	23.96	26.23	21.31
Dental Hygiene	9	26.00	27.50	25.79
Drafting Technology	3	19.13	19.13	0.0
Electronics	15	19.84	20.16	18.21
Emergency Medical Technology	13	13.50	14.31	11.60
Fire Science	4	14.20	14.20	0.0
HVAC Technology	13	16.07	16.07	0.0
Hospitality Management	3	13.07	15.38	11.92
Interior Design	2	11.50	0.0	11.50
Interpreter Training	5	14.63	18.00	13.50
Licensed Pracatical Nurse (LPN)	4	15.60	0.0	15.60
Marketing & Management	2	36.00	55.00	17.00
Metal Fabrication	1	14.00	14.00	0.0
M.I.C.T. (Paramedic)	7	14.20	15.27	11.50
Nursing	24	19.72	19.77	19.71
Office Systems Technology	22	13.06	0.0	13.06
Paralegal	12	12.91	13.00	12.90
Police Academy	10	16.99	16.99	0.0
Printing Technology	1	8.50	0.0	8.50
Respiratory Care	3	18.67	15.00	20.50
Veterinary Technology	5	14.75	0.0	14.75
Totals	219	$17.19	$18.28	$16.29

Note. Results detail responses to this question only, excluding unknowns.

Table 8

EVALUATION OF WORKING CONDITIONS BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	5	60.0%	40.0%	0.0%
Administration of Justice	9	66.7	22.2	11.1
Automotive Technology	3	100.0	0.0	0.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	10	70.0	10.0	20.0
Business Entrepreneurship	1	0.0	100.0	0.0
Chef Apprentice	5	80.0	20.0	0.0
Civil Engineering Technology	4	75.0	25.0	0.0
Communication Design	7	100.0	0.0	0.0
Computer Information Systems	16	87.5	12.5	0.0
Dental Hygiene	9	77.8	22.2	0.0
Drafting Technology	3	100.0	0.0	0.0
Electronics	15	53.3	20.0	26.7
Emergency Medical Technology	13	92.3	0.0	7.7
Fire Science	4	75.0	0.0	25.0
HVAC Technology	13	76.9	23.1	0.0
Hospitality Management	3	100.0	0.0	0.0
Interior Design	2	50.0	50.0	0.0
Interpreter Training	5	100.0	0.0	0.0
Licensed Practical Nurse (LPN)	4	75.0	0.0	25.0
Marketing & Management	2	100.0	0.0	0.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	7	57.1	42.9	0.0
Nursing	24	70.8	29.2	0.0
Office Systems Technology	22	86.4	4.5	9.1
Paralegal	12	66.7	25.0	8.3
Police Academy	10	90.0	0.0	10.0
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	3	66.7	33.3	0.0
Veterinary Technology	5	80.0	20.0	0.0
Totals	219	77.6%	16.0%	6.4%

Note. Results detail responses to this question only, excluding unknowns.

Table 9

EVALUATION OF JOB RESPONSIBILITY BY RESPONDENTS EMPLOYED FULL-TIME IN a RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	5	100.0%	0.0%	0.0%
Administration of Justice	9	88.9	11.1	0.0
Automotive Technology	3	100.0	0.0	0.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	10	70.0	10.0	20.0
Business Entrepreneurship	1	100.0	0.0	0.0
Chef Apprentice	5	100.0	0.0	0.0
Civil Engineering Technology	4	100.0	0.0	0.0
Communication Design	7	100.0	0.0	0.0
Computer Information Systems	16	81.3	18.8	0.0
Dental Hygiene	9	100.0	0.0	0.0
Drafting Technology	3	66.7	33.3	0.0
Electronics	15	73.3	20.0	6.7
Emergency Medical Technology	13	92.3	7.7	0.0
Fire Science	4	75.0	0.0	25.0
HVAC Technology	13	76.9	23.1	0.0
Hospitality Management	3	100.0	0.0	0.0
Interior Design	2	100.0	0.0	0.0
Interpreter Training	5	80.0	20.0	0.0
Licensed Practical Nurse (LPN)	3	66.7	33.3	0.0
Marketing & Management	2	100.0	0.0	0.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	7	85.7	14.3	0.0
Nursing	24	91.7	8.3	0.0
Office Systems Technology	22	72.7	18.2	9.1
Paralegal	12	75.0	25.0	0.0
Police Academy	10	100.0	0.0	0.0
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	3	100.0	0.0	0.0
Veterinary Technology	5	100.0	0.0	0.0
Totals	218	85.8%	11.4%	2.8%

Note. Results detail responses to this question only, excluding unknowns.

Table 10

EVALUATION OF ADVANCEMENT POTENTIAL BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	5	60.0%	20.0%	20.0%
Administration of Justice	9	33.3	33.3	33.3
Automotive Technology	3	66.7	33.3	0.0
Aviation Maintenance Technology	1	0.0	0.0	100.0
Business Administration	10	40.0	20.0	40.0
Business Entrepreneurship	1	100.0	0.0	0.0
Chef Apprentice	5	80.0	0.0	20.0
Civil Engineering Technology	4	50.0	25.0	25.0
Communication Design	7	71.4	0.0	28.6
Computer Information Systems	16	75.0	18.7	6.3
Dental Hygiene	9	33.3	22.3	44.4
Drafting Technology	3	66.7	0.0	33.3
Electronics	15	33.3	26.7	40.0
Emergency Medical Technology	13	100.0	0.0	0.0
Fire Science	4	75.0	0.0	25.0
HVAC Technology	13	46.2	23.0	30.8
Hospitality Management	3	100.0	0.0	0.0
Interior Design	2	100.0	0.0	0.0
Interpreter Training	5	60.0	20.0	20.0
Licensed Practical Nurse (LPN)	4	25.0	25.0	50.0
Marketing & Management	2	50.0	50.0	0.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	7	71.4	0.0	28.6
Nursing	24	33.3	37.5	29.2
Office Systems Technology	22	40.9	13.6	45.5
Paralegal	12	25.0	58.3	16.7
Police Academy	10	60.0	20.0	20.0
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	3	0.0	66.7	33.3
Veterinary Technology	5	60.0	20.0	20.0
Totals	219	52.1%	21.4%	26.5%

Note. Results detail responses to this question only, excluding unknowns.

Table 11

EVALUATION OF SALARY BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	5	60.0%	40.0%	0.0%
Administration of Justice	9	44.4	44.4	11.2
Automotive Technology	3	33.3	66.7	0.0
Aviation Maintenance Technology	1	0.0	100.0	0.0
Business Administration	10	70.0	30.0	0.0
Business Entrepreneurship	1	0.0	100.0	0.0
Chef Apprentice	5	60.0	40.0	0.0
Civil Engineering Technology	4	50.0	25.0	25.0
Communication Design	7	100.0	0.0	0.0
Computer Information Systems	16	75.0	12.5	12.5
Dental Hygiene	9	100.0	0.0	0.0
Drafting Technology	3	100.0	0.0	0.0
Electronics	15	60.0	20.0	20.0
Emergency Medical Technology	13	69.2	30.8	0.0
Fire Science	4	50.0	25.0	25.0
HVAC Technology	13	69.2	7.7	23.1
Hospitality Management	3	66.7	33.3	0.0
Interior Design	2	50.0	50.0	0.0
Interpreter Training	5	80.0	0.0	20.0
Licensed Practical Nurse (LPN)	4	50.0	25.0	25.0
Marketing & Management	2	100.0	0.0	0.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	7	71.4	14.3	14.3
Nursing	24	45.8	29.2	25.0
Office Systems Technology	22	68.2	18.2	13.6
Paralegal	11	54.5	18.2	27.3
Police Academy	10	80.0	20.0	0.0
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	3	33.3	66.7	0.0
Veterinary Technology	5	60.0	20.0	20.0
Totals	218	65.1%	22.5%	12.4%

Note. Results detail responses to this question only, excluding unknowns.

Table 12

EVALUATION OF JOB IN GENERAL BY RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Excellent or Good	Average	Fair or Poor
Accounting	5	80.0%	20.0%	0.0%
Administration of Justice	9	77.8	11.1	11.1
Automotive Technology	3	100.0	0.0	0.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	10	50.0	30.0	20.0
Business Entrepreneurship	1	0.0	100.0	0.0
Chef Apprentice	5	100.0	0.0	0.0
Civil Engineering Technology	4	75.0	25.0	0.0
Communication Design	7	100.0	0.0	0.0
Computer Information Systems	16	87.5	12.5	0.0
Dental Hygiene	9	100.0	0.0	0.0
Drafting Technology	3	100.0	0.0	0.0
Electronics	15	66.7	20.0	13.3
Emergency Medical Technology	13	92.3	0.0	7.7
Fire Science	4	100.0	0.0	0.0
HVAC Technology	13	69.2	23.1	7.7
Hospitality Management	3	100.0	0.0	0.0
Interior Design	2	100.0	0.0	0.0
Interpreter Training	5	80.0	20.0	0.0
Licensed Practical Nurse (LPN)	4	75.0	0.0	25.0
Marketing & Management	2	100.0	0.0	0.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	7	71.4	28.6	0.0
Nursing	24	83.3	12.5	4.2
Office Systems Technology	22	81.8	13.7	4.5
Paralegal	12	58.3	25.0	16.7
Police Academy	10	100.0	0.0	0.0
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	3	66.7	33.3	0.0
Veterinary Technology	5	80.0	0.0	20.0
Totals	219	81.3%	12.8%	5.9%

Note. Results detail responses to this question only, excluding unknowns.

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Table 13

JOB SATISFACTION OF RESPONDENTS EMPLOYED FULL-TIME IN A RELATED JOB

	Number of Responses	Satisfied	Neutral	Dissatisfied
Accounting	5	60.0%	0.0%	40.0%
Administration of Justice	9	88.9	0.0	11.1
Automotive Technology	3	100.0	0.0	0.0
Aviation Maintenance Technology	1	100.0	0.0	0.0
Business Administration	10	60.0	10.0	30.0
Business Entrepreneurship	1	100.0	0.0	0.0
Chef Apprentice	5	100.0	0.0	0.0
Civil Engineering Technology	4	75.0	25.0	0.0
Communication Design	7	100.0	0.0	0.0
Computer Information Systems	16	93.8	6.3	0.0
Dental Hygiene	9	100.0	0.0	0.0
Drafting Technology	3	100.0	0.0	0.0
Electronics	15	73.4	13.3	13.3
Emergency Medical Technology	13	92.3	0.0	7.7
Fire Science	4	100.0	0.0	0.0
HVAC Technology	13	92.3	7.7	0.0
Hospitality Management	3	100.0	0.0	0.0
Interior Design	2	50.0	0.0	50.0
Interpreter Training	5	80.0	0.0	20.0
Licensed Practical Nurse (LPN)	4	75.0	0.0	25.0
Marketing & Management	2	50.0	0.0	50.0
Metal Fabrication	1	100.0	0.0	0.0
M.I.C.T. (Paramedic)	7	100.0	0.0	0.0
Nursing	24	79.2	4.1	16.7
Office Systems Technology	22	90.9	0.0	9.1
Paralegal	12	75.0	8.3	16.7
Police Academy	10	90.0	0.0	10.0
Printing Technology	1	100.0	0.0	0.0
Respiratory Care	3	100.0	0.0	0.0
Veterinary Technology	5	60.0	20.0	20.0
Totals	219	85.4%	4.1%	10.5%

Note. Data were collected utilizing a 5-point scale ranging from very satisfied to very dissatisfied. Thus, the "satisfied" column includes "very satisfied" and "somewhat satisfied" responses combined, and the "dissatisfied" column includes "somewhat dissatisfied" and "very dissatisfied" responses combined. Results detail responses to this question only, excluding unknowns.

Table 14

COMMUNITY COLLEGE EXPERIENCES

	Number of Responses	Percent
JCCC Was First Choice to Attend		
Yes	283	92.2%
No	24	7.8
First Choice Instead of JCCC		
University of Kansas	9	37.5%
Other Kansas college or university	6	25.0
Missouri college or university	2	8.3
Out-of-area college or university	4	16.7
Unknown	3	12.5
Method of Career Program Completion		
Earned associate's degree	210	68.4%
Earned vocational certificate	87	28.3
Left with marketable skills	9	2.9
Unknown	1	0.4
Semesters Enrolled in Career Program		
1 or 2	41	13.4%
3 or 4	110	35.8
5 or 6	77	25.1
7 or 8	27	8.8
9 or more	35	11.4
Unknown	17	5.5
Mean = 4.9; Median = 4.0		
Credit Hours Completed		
15 or less	23	7.5%
16 to 30	23	7.5
31 to 45	24	7.8
46 to 60	55	17.9
61 or more	114	37.1
Unknown	68	22.1
Mean = 56.6; Median = 60.0		

Table 15

PERCEPTIONS OF COMMUNITY COLLEGE EXPERIENCES

	Number of Responses	Agree	Neutral	Disagree
Enhanced self-confidence	307	78.2%	16.3%	5.5%
Improved time management skills	307	72.6	22.2	5.2
Improved decision-making skills	307	71.3	25.1	3.6
Broadened knowledge of arts and sciences	305	70.8	24.3	4.9
Improved oral communication skills	307	70.4	25.4	4.2
Expanded tolerance for people and ideas	307	70.0	25.8	4.2
Assisted in clarifying personal values and goals	307	69.1	26.7	4.2
Improved written communication skills	307	64.5	28.7	6.8
Improved interpersonal skills	307	58.6	36.2	5.2

Note. Data were collected utilizing a 5-point scale ranging from strongly agree to strongly disagree. Thus, the "agree" column includes "strongly agree" and "somewhat agree" responses combined, and the "disagree" column includes "somewhat disagree" and "strongly disagree" responses combined.

Table 16

COMMUNITY COLLEGE EDUCATIONAL OBJECTIVE

	Number of Responses	Percent
Original Educational Objective		
Prepare to enter job market	104	33.9%
Prepare to change careers	71	23.1
Improve skills for present job	68	22.1
Prepare to transfer	29	9.4
Explore career possibilities	19	6.2
Study topics of interest/self-improvement	9	2.9
Remedy or review basic skills	5	1.6
Other/unknown	2	0.8
Achieved Community College Objective		
Yes, completely	256	83.4%
Yes, partially	42	13.7
No	9	2.9
Community College Helped Achieve		
Yes	290	97.3%
Unsure	5	1.7
No	3	1.0

Table 17

OVERALL SATISFACTION WITH THE COMMUNITY COLLEGE

	Number of Responses	Percent
Improved Quality of Life		
Definitely/probably	283	92.2%
Uncertain	11	3.6
Probably no/definitely no	13	4.2
If Starting Now, Would Attend JCCC Again		
Definitely/probably	292	95.1%
Uncertain	4	1.3
Probably no/definitely no	11	3.6
Would Recommend JCCC to Friends		
Yes	299	97.4%
Unsure	4	1.3
No	3	1.0
Unknown	1	0.3
Would Encourage Own Children to Attend JCCC		
Yes	279	90.9%
Unsure	17	5.5
No	7	2.3
Unknown	4	1.3
Interested in Serving as "Career Connections" Volunteer		
Yes	113	36.8%
Possibly--Call with more information	40	13.0
No	150	48.9
Unknown	4	1.3

Table 18

USED JCCC CAREER CENTER

	Number of Responses	Yes	No
Accounting	5	20.0%	80.0%
Administration of Justice	13	46.2	53.8
Automotive Technology	5	0.0	100.0
Aviation Maintenance Technology	1	0.0	100.0
Business Administration	12	58.3	41.7
Business Entrepreneurship	1	100.0	0.0
Chef Apprentice	5	0.0	100.0
Civil Engineering Technology	5	80.0	20.0
Communication Design	7	42.9	57.1
Computer Information Systems	26	65.4	34.6
Dental Hygiene	11	18.2	81.8
Drafting Technology	3	66.7	33.3
Electronics	17	47.1	52.9
Emergency Medical Technology	22	27.3	72.7
Fire Science	5	20.0	80.0
HVAC Technology	17	41.2	58.8
Hospitality Management	9	22.2	77.8
Interior Design	4	0.0	100.0
Interpreter Training	9	44.4	55.6
Licensed Practical Nurse (LPN)	5	40.0	60.0
Marketing & Management	2	100.0	0.0
Metal Fabrication	1	0.0	100.0
M.I.C.T. (Paramedic)	11	45.5	54.5
Nursing	32	43.8	56.3
Office Systems Technology	28	75.0	25.0
Paralegal	25	68.0	32.0
Police Academy	11	0.0	100.0
Printing Technology	1	100.0	0.0
Respiratory Care	8	37.5	62.5
Veterinary Technology	5	0.0	100.0
Totals	306	44.4%	55.6%

Note. Data were collected utilizing a 5-point scale ranging from very satisfied to very dissatisfied. Thus, the "satisfied" column includes "very satisfied" and "somewhat satisfied" responses combined, and the "dissatisfied" column includes "somewhat dissatisfied" and "very dissatisfied" responses combined. Results detail responses to this question only, excluding unknowns.

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APPENDIX B

MAIL SURVEY INSTRUMENT

AND COVER LETTERS

JOHNSON COUNTY COMMUNITY COLLEGE
LONG-TERM FOLLOW-UP STUDY OF
1994-95 CAREER PROGRAM COMPLETERS

Dear Former Student: Please take a few minutes to carefully respond to each of the following questions as honestly and completely as possible, then return the completed survey to us in the envelope provided. Naturally all responses will be kept strictly confidential and reported as group data only.

_____NOTE: If you did **not** complete a career program by either graduating, earning a certificate, or leaving with marketable skills during the summer of 1994, fall of 1994 or spring of 1995, please check here and return the uncompleted survey to us so we can correct our records. Thank you for your help.

---

1. Which career program did you complete?_____

2. What was your status when you left that career program? (Check only one)

   _____1. Earned an associate's degree
   _____2. Earned a vocational certificate
   _____3. Left with enough training to work in this career field

3. Was JCCC your first choice when you decided to attend college to pursue this major?

   _____1. Yes
   _____2. No (If no, which college was your first choice?_____)

4. How many semesters were you enrolled **in that program** at the community college?_____

5. How many **total credit hours** have you completed at the community college?_____

6. Which of the following best describes your primary educational objective when you **first** enrolled at the community college? (Check only one)

   _____1. Transfer to another college or university
   _____2. Prepare to enter the job market
   _____3. Improve skills for your present job
   _____4. Explore courses to decide on a new career
   _____5. Remedy or review basic skills
   _____6. Study topics of interest or for self-improvement
   _____7. Prepare to change careers
   _____8. Other (Please specify)

7. Did you achieve your community college educational objective?

   _____1. Yes, completely
   _____2. Yes, partially
   _____3. No (If no, briefly explain reason)

8. If yes, did the community college help you to achieve this objective?

   _____1. Yes
   _____2. Unsure
   _____3. No (Please explain)

9. Regardless of the financial benefits, do you feel your community college experiences have improved the quality of your life?

   _____1. Definitely not
   _____2. Probably not
   _____3. Uncertain
   _____4. Probably yes
   _____5. Definitely yes

10. If you could go back, knowing what you know now, would you still attend the community college?

    _____1. Definitely not
    _____2. Probably not
    _____3. Uncertain
    _____4. Probably yes
    _____5. Definitely yes

11. Would you recommend attending JCCC to your friends and acquaintances?

_____1. Yes
_____2. Unsure
_____3. No

12. Would you encourage your own children to attend JCCC?

_____1. Yes
_____2. Unsure
_____3. No

13. Below are several goals that "typical" students have for their college experiences. Please indicate how much you agree that your experiences at the community college helped you to accomplish each of these goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A. Broadened my knowledge of the arts and sciences	1	2	3	4	5
B. Improved my ability to communicate orally	1	2	3	4	5
C. Improved my ability to communicate in writing	1	2	3	4	5
D. Improved my ability to make good decisions	1	2	3	4	5
E. Improved my ability to make constructive use of time	1	2	3	4	5
F. Enhanced my ability to get along with others	1	2	3	4	5
G. Expanded my tolerance for people and ideas	1	2	3	4	5
H. Assisted me in clarifying the values and goals of my life	1	2	3	4	5
I. Enhanced my self-confidence	1	2	3	4	5
J. Improved my critical thinking and problem-solving skills	1	2	3	4	5

14. If you could name one faculty or staff member who had the greatest impact on you at the community college, who would it be?

_____Dept./Area_____

Why did you select this person?

15. How are you currently using the skills you developed through your community college career program?

_____1. In my job
_____2. Doing volunteer work
_____3. Not using my skills (Please explain)

_____4. Other (Please explain)

16. Have you ever used the services of the JCCC Career Center (career/life planning, resume writing, job search, etc.)

_____1. Yes
_____2. No (If no, why not?)

17. Which of the following best describes your current employment situation?

_____1. Full-time military
_____2. Employed part-time (under 30 hours per week)
_____3. Employed full-time (30+ hours per week)
_____4. Unemployed, actively looking for work
_____5. Not in labor force (not employed and not actively looking for a job)

IF UNEMPLOYED OR OUT OF THE LABOR FORCE--SKIP TO QUESTION 25

18. How long have you had your present job?_____

19. What is your current job title?_____

20. What is your average **hourly** wage?_____

21. How would you describe your job in terms of the skills you developed in your career program?

_____1. Directly related to skills developed in the community college career program
_____2. Somewhat related to skills developed in the community college career program
_____3. Not at all related to skills developed in the community college career program

22. How satisfied are you with your present job?

_____1. Very dissatisfied
_____2. Somewhat dissatisfied
_____3. Neutral
_____4. Somewhat satisfied
_____5. Very satisfied

23. Please rate each of the following characteristics of your current job by circling the number most closely reflecting your opinion.

	Poor	Fair	Average	Good	Excellent
A. Working conditions	1	2	3	4	5
B. Amount of responsibility	1	2	3	4	5
C. Advancement potential	1	2	3	4	5
D. Salary	1	2	3	4	5
E. Job in general	1	2	3	4	5

24. Is your current job the first one you have had in this career field?

_____1. Yes
_____2. No

25. Do you feel you've progressed in your career field since completing your career program?

_____1. No
_____2. Yes (If yes, in what ways have you progressed? Check all that apply)

_____1. Salary increase(s)
_____2. Promotion(s)
_____3. Professional recognition
_____4. Other (Please specify)

26. **The JCCC Career Center has initiated a new service whereby students seeking information on various career possibilities are put in contact with completers of the career program in which the student is interested. If you decide to be included in this "Career Connections" database, no more than 3 individuals will be referred to you in any given year. The usual procedure is for you to set an appointment to meet with them for no more than 30 minutes to discuss your career field and answer any questions they may have. Would you be interested in doing this?**

_____1. Yes
_____2. Possibly--call me with more information (Please provide phone number)_____
_____3. No

27. What is your race/ethnic category?

_____1. American Indian/Alaskan
_____2. Hispanic
_____3. Asian/Pacific Islander
_____4. African American
_____5. White/other

28. What is your marital status?

_____1. Single/never married
_____2. Married now
_____3. Previously married (separated, divorced, or widowed)

29. What is your gender?

_____1. Male
_____2. Female

30. What is your age?_____

Any comments or suggestions you would like to make about the community college or the career program you completed which would help us in meeting the needs of future students would be appreciated.

Thank you for your help!

BEST COPY AVAILABLE

June 29, 1999

Dear JCCC Career Program Completer:

As part of Johnson County Community College's continuing commitment to improving its programs and services, we are surveying former students who completed a career program at JCCC (or through Maple Woods or Penn Valley Community College) during the summer of 1994, fall of 1994, or spring of 1995. This includes graduates, students earning certificates, and students who have completed sufficient coursework to acquire new skills or upgrade their current ones.

The information you provide will assist us in enhancing our career programs, and in helping future students make realistic career choices by furnishing them with data on the success of our career program completers over time. Please take a few minutes to answer each of the questions on the enclosed survey as completely and accurately as possible, then return the completed survey to us in the postage-paid envelope provided ***by Friday, July 16***. Naturally your responses will be kept strictly confidential and reported as group data only.

Thank you for your help, and for any comments or suggestions you may have which will assist us in meeting the needs of future JCCC students.

Sincerely,

Dan Radakovich
Vice President for Academic Affairs

Enclosures

July 27, 1999

Dear Career Program Completer:

A few weeks ago we sent you a survey requesting information about your perceptions and opinions of the education you received at JCCC (or at Penn Valley or Maple Woods Community College if you participated in a co-op program) and how you are using the skills you developed in your career program. If you have already completed the survey, thank you very much. Your responses will help us in planning to meet the needs of future community college students like yourself.

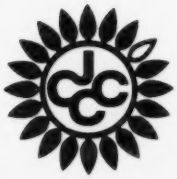
In the event you have not as yet completed the survey and returned it to us, we are enclosing a second copy. Please take a few minutes to answer each of the questions as completely and accurately as possible. A postage-paid business reply envelope has been provided for your convenience in returning the completed survey to us ***by Friday, August 13***. Naturally all responses will be kept strictly confidential and reported as group data only.

Thank you for your help in evaluating the career program in which you participated, and for any comments or suggestions you may have.

Sincerely,

Dan Radakovich
Vice President for Academic Affairs

Enclosures



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